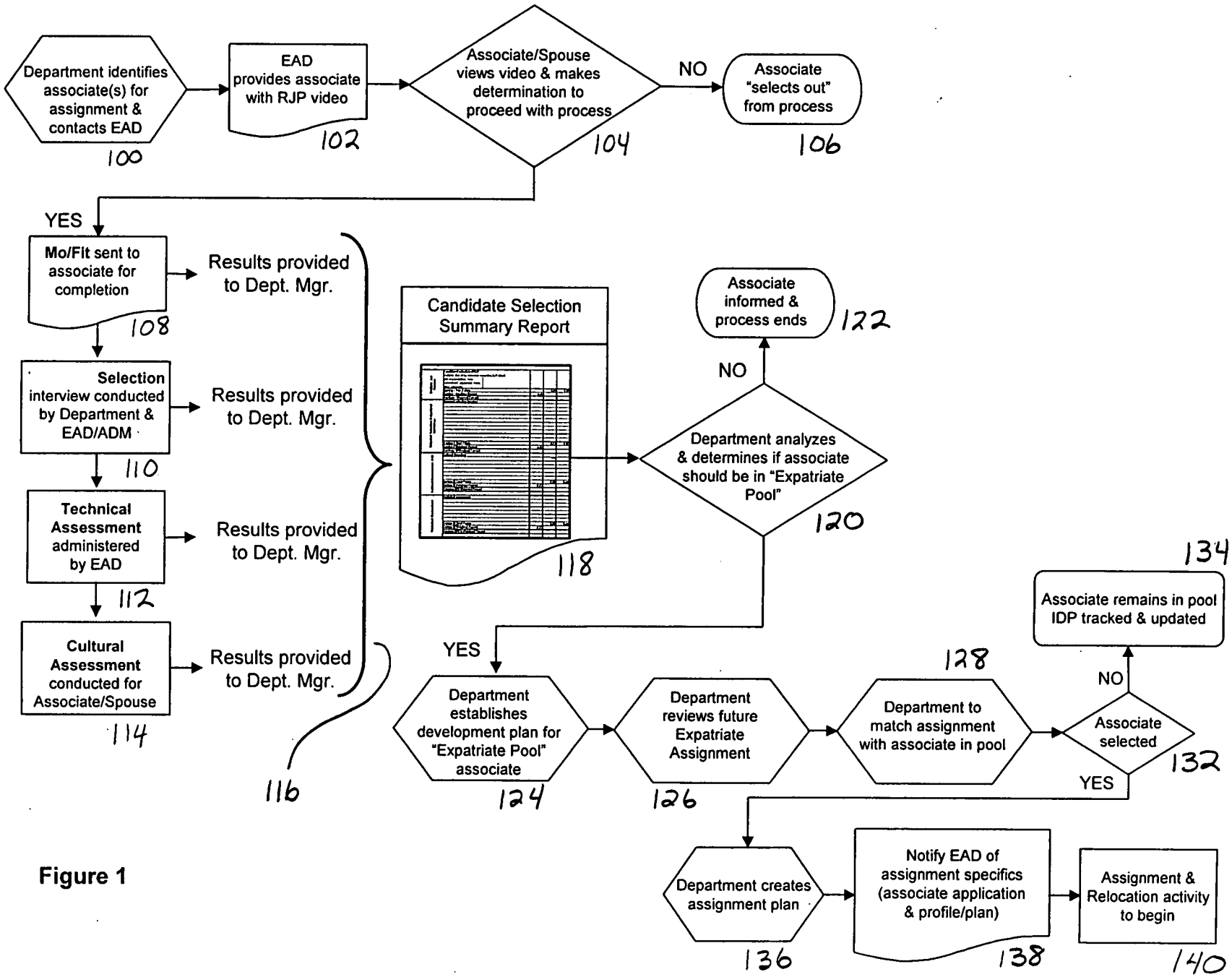
Department identifies associate(s) for assignment & contacts EAD
100
EAD provides associate with RJP video
102
Associate/Spouse views video & makes determination to proceed with process
104
NO
Associate "selects out" from process
106
YES
Mo/Fit sent to associate for completion
108
Results provided to Dept. Mgr.
Selection interview conducted by Department & EAD/ADM
110
Results provided to Dept. Mgr.
Technical Assessment administered by EAD
112
Results provided to Dept. Mgr.
Cultural Assessment conducted for Associate/Spouse
114
Results provided to Dept. Mgr.
116
Candidate Selection Summary Report
118
Associate informed & process ends
122
NO
Department analyzes & determines if associate should be in "Expatriate Pool"
120
YES
Department establishes development plan for "Expatriate Pool" associate
124
Department reviews future Expatriate Assignment
126
Department to match assignment with associate in pool
128
Associate selected
132
NO
Associate remains in pool IDP tracked & updated
134
YES
Department creates assignment plan
136
Notify EAD of assignment specifics (associate application & profile/plan)
138
Assignment & Relocation activity to begin
140

Figure 1

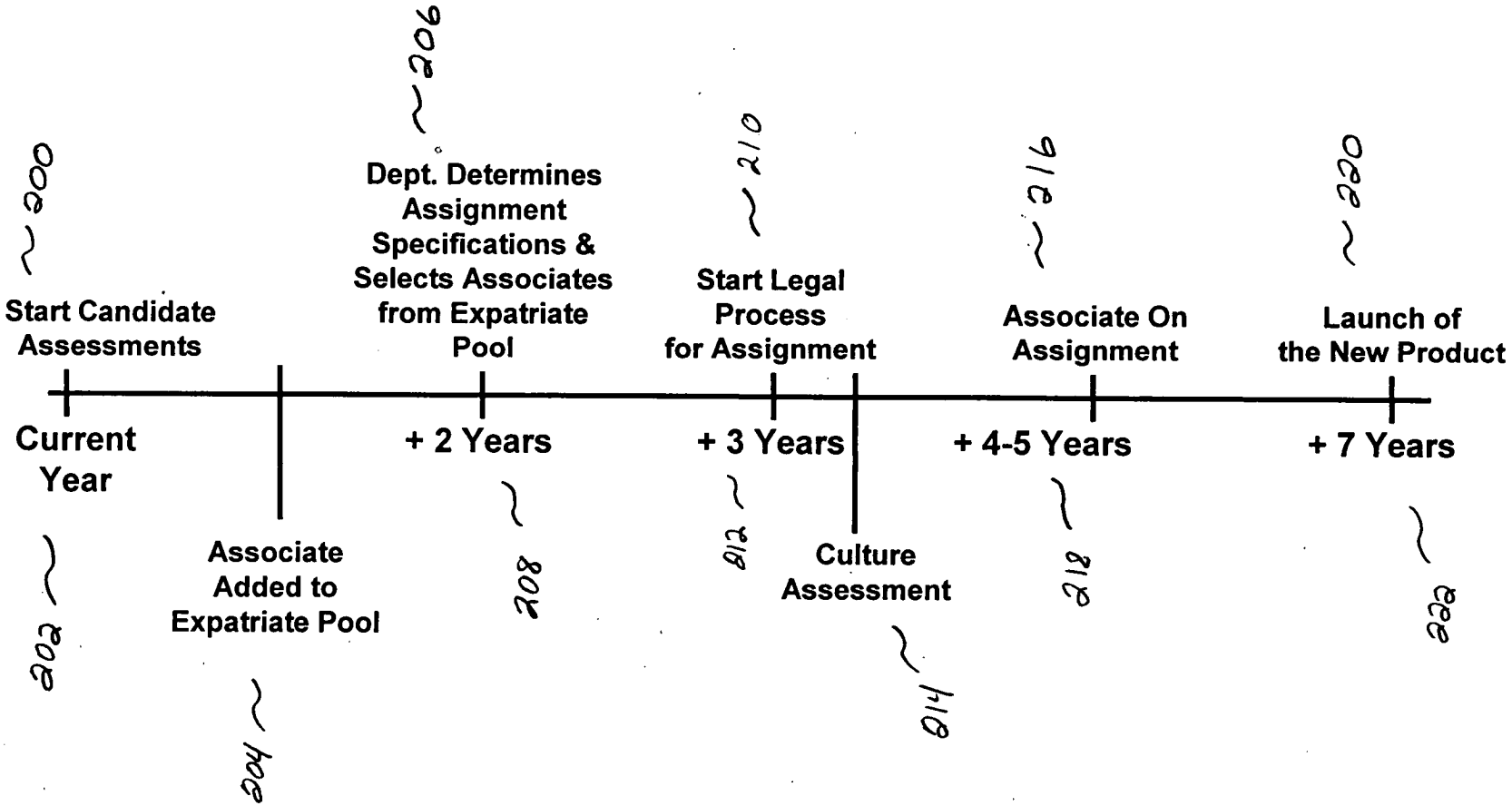
200
Start Candidate Assessments
Current Year
202
204
Associate Added to Expatriate Pool
206
Dept. Determines Assignment Specifications & Selects Associates from Expatriate Pool
+ 2 Years
208
210
Start Legal Process for Assignment
+ 3 Years
212
214
Culture Assessment
216
Associate On Assignment
+ 4-5 Years
218
220
Launch of the New Product
+ 7 Years
222

Figure 2